

ADDENDUM
TO CONTRACT AGREEMENT

The Borough of Manasquan and the School Traffic Guards, are desirous of establishing an employment agreement for the period from January 1, 1995 through December 31, 1995 and agree as follows:

The terms and conditions of this existing employment agreement between the parties from January 1, 1994 through December 31, 1994 shall constitute the employment agreement between the parties for the period from January 1, 1995 through December 31, 1995 except that the salary shall be increased as follows:

From January 1, 1995 through December 31, 1995 the base salary of 1994 shall be increased by 4 1/2 percent as follows:

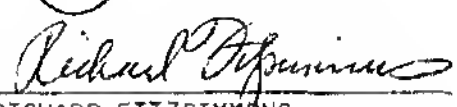
Trainee 20 hours	\$6.23
Substitute until permanent	\$8.72
Regular 0 - 1 years	\$10.23
Regular 1 - 4 years	\$10.58
Regular over 4 years	\$10.92

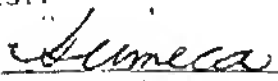
IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by the respective officers or agents on this 15th day of May, 1995.

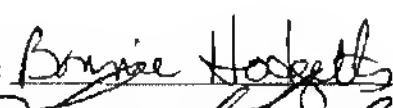
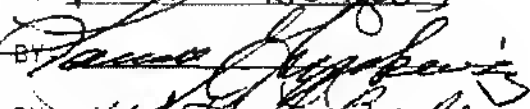


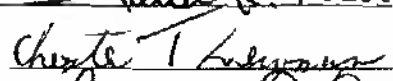
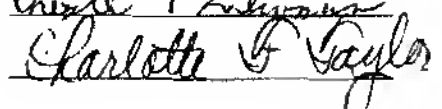
BOROUGH OF MANASQUAN

SCHOOL TRAFFIC GUARDS

BY: 
JOHN L. WINTERSTELLA
MAYOR


RICHARD FITZSIMMONS
SCG AD HOC PERSONNEL COMMITTEE

ATTEST:

COLLEEN SCIMECA
MUNICIPAL CLERK

BY: 
BY: 
BY: 
BY: 
BY: 
BY: 

Final Copy

SCHOOL TRAFFIC GUARDS1. JOB TITLE: SCHOOL TRAFFIC GUARDSCIVIL SERVICE STATUS: TEMPORARY2. SALARY PROVISIONS: 1994 HOURLY WAGE

TRAINEE	20 Hours	\$ 5.96
SUBSTITUTE	Until Permanent	\$ 8.34
REGULAR	0 - 1 year	\$ 9.79
REGULAR	1 - 4 years	\$10.12
REGULAR	Over 4 years	\$10.45

3. SICK LEAVE:

Each employee shall be entitled to seven and one-half (7 1/2) sick days for the employee or family member per year, which shall be cumulative. When an employee utilizes sick leave, notice must be given to the Chief of Police and the Municipal Clerk.

4. PERSONAL DAYS:

Each employee shall receive two and one-half (2 1/2) personal days. Requests for personal days shall be made in writing to the Chief of Police and a copy shall be filed with the Municipal Clerk, five (5) days prior to date of request. In case of an emergency, the Chief of Police may waive the five day notice. This request shall be granted or denied, within two (2) days of request.

5. BEREAVEMENT DAYS:

Employees shall be entitled to three (3) bereavement days (in addition to any personal days) for the death of a spouse, grandparent, in-laws, parent, child, brother or sister, aunt and uncle. All requests must be in writing to the Chief of Police and a copy to the Municipal Clerk.

6. VACATION DAYS:

Employees shall receive the following vacation days per year (one-half of full time employee).

1 - 4 years	6 days
5 - 9 years	7 1/2 days
10 - 14 years	9 days
15 - 19 years	10 1/2 days
20 and over	12 days

Vacation days not used during one year may be carried forward for a period of one year. An employee shall be entitled to select his or her vacation according to the length of employment, whenever possible, and practical consideration to the needs of the Borough of Manasquan. All requests must be made in writing to the Chief of Police and a copy forwarded to the Municipal Clerk.

7. LEAVE OF ABSENCE PROVISION:

Employees shall receive up to six months leave of absence, without pay, upon written request.

8. SPECIAL RIDER FOR MATRON DUTY:

1994 - 5 1/2% increase on 1993 base rate per hour, straight time, (3 hr. minimum)

9. TRAINING OF NEW CROSSING GUARDS:

Guards will receive an additional \$5.00 per hour up to a maximum of \$20.00 while training new guards in the field.

10. HEALTH BENEFITS:

Each guard shall receive hospitalization, dental and prescription insurance paid by the Municipality. Any school traffic guard hired on or after June 1, 1994, shall not be entitled to any health insurance benefits.

11. UNEMPLOYMENT INSURANCE:

Each employee shall be entitled to unemployment insurance, as provided by law if the employee earns \$2,200.00 or more in any calendar year and if there is no work available as assigned by the Police Chief. School traffic guards currently employed by the municipality shall receive hospitalization, dental and prescription insurance to be paid for by the Municipality.

12. PENSION AND LIFE INSURANCE:

Each employee shall be enrolled in the Pension and Life Insurance Plan. (O) on the payroll check designates the pension deduction and (I) designates the deduction for Life Insurance. The benefit of the life insurance is 3 times the base salary.

13. WORKER'S COMPENSATION INSURANCE:

In the event an employee is injured during the course of his or her employment, the injury must immediately be reported to the Chief of Police and the Municipal Clerk. The Municipality shall provide Worker's Compensation as provided by law.

14. CLOTHING AND FOOTWEAR ALLOWANCE:

Each full-time employee shall be entitled to a Clothing and Footwear Allowance of \$350.00 per year, as per agreement under the 1989-1990 contract. All expenditures must be approved by the Chief of Police before a purchase is made by the employee. The clothing allowance is for the term commencing January 1st and ending December 31st of each year. Upon request, \$100.00 of the clothing and footwear allowance may be used for clothing maintenance. \$50.00 shall be paid in June and \$50.00 paid in December.

15. TRAINING:

Crossing Guards shall receive 20 hours of training conducted by the Police.

16. HIRING:

Employees are hired by resolution of the Mayor and Council subsequent to being interviewed by the Chief of Police and Personnel Committee. Each Guard shall be given a copy of this employment contract.

17. MATRON DUTY:

Employees shall be entitled to a minimum of three (3) hours call out pay, (regardless of time worked). Matron duty shall not exceed eight (8) hours, also there will be time off to secure food. If the Guard is requested to work all night and report to corner duty in the morning, his or her first shift shall be covered by an alternate Guard. No internal exams shall be done by matron. All internal exams shall be done by a hospital. Plastic gloves for searches are to be provided.

18. TRAFFIC CONTROL:

Employees shall be entitled to be paid a minimum of three (3) hours call out pay for parades, C.C.D. and other special activities. Crossing Guards doing church crossings shall be paid four (4) hours. Payment for these activities shall be at the matron rate.

19. SNOW DAYS:

In the event the school is to be closed for inclement weather, employees will be paid a maximum of two (2) hours. The dispatcher must notify the Guards at the earliest possible time. If Guards have already been on duty the three (3) hours basic pay will apply.

BY: Judy Boden

BY: Charles T. Munin Jr.

ATTEST:

Colleen Scimeca
COLLEEN SCIMECA
Municipal Clerk